Volume 7, Number 19 October 24-November 6, 1992

UCSF Newsbreak

New Sexual Harassment Consultants Hired

UCSF has hired two new sexual harassment consultants — Trisha Brinkman and Cassandra Flipper — to help teach the campus community how to recognize and what to do about this corrosive problem in the workplace and classroom.

Brinkman, an educator and trainer since 1983, has worked with more than 200 organizations, including academic institutions and private industries. She provides training programs and helps employers develop policies and procedures on sexual harassment. She also serves as an expert witness in sexual harassment court cases.

Flipper has been a lawyer since 1966, practicing in the Bay Area for the past 20 years. Presently with the San Francisco firm Arnelle & Hastie, she's been involved with sex discrimination cases during her entire career and with sexual harassment cases as long as they have been entertained by the courts.

UCSF has had a sexual harassment policy in place for the last several years. But Chancellor Krevans decided some time ago that it needed to be revised. As a result, an advisory committee was set up last year to look at the procedures and to recommend changes.

Determining that sexual harassment has occurred is not easy. It can take many forms, from the subtle to the overt, and includes everything from off-the-cuff remarks and offensive posters to outright physical assault. Although there are cases of females sexually harassing men and same-sex harassment, most cases involve men harassing women. While individual perceptions may vary greatly in any particular situation, the courts now look at "conduct considered offensive by a reasonable woman."

We hope the following interview will serve not only to introduce the new coordinators, but also as a vehicle to encourage women and men who are feeling sexually harassed to do something about it.

(Above) Trisha Brinkman; (right) Cassandra Flipper.

Q: *What exactly are your roles?*

CF: I will be a consultant to the advisory group, senior management and administrative staff who have been given the responsibility to investigate claims, etc. I will help to make sure that the campuswide tools now in place are being used, and that the full range of possibilities is being considered in order to resolve the problem. It's important that sexual harassment victims feel they are getting the best possible treatment. When resolution occurs, it should be fair and equitable to the circumstances.

TB: I will design and implement training programs for the campus community and advisory group, which includes developing written materials. To accomplish this, I first will work with representatives of each group in order to make sure that the training and supplemental materials are appropriate to the groups' specific needs.

Q: *What is considered sexual harassment?*

CF: There actually are two forms. The first is *quid quo pro,* which means "this for that." Someone in authority and power, perhaps a teacher or supervisor, says to someone without power that they will give them this if they in turn respond with sexual favors. It's the old-fashioned "casting couch" form of sexual harassment. The second form is more common, but in some situations more difficult to recognize — the hostile environment.

TB: Sexual harassment is unwelcome behavior of a sexual nature or unwelcome behavior which is gender based. But the key word here is "unwelcome." This is both verbal and nonverbal behavior — gestures, jokes, comments, innuendoes.

Q: *Why does it seem that there are more cases of sexual harassment today than there used to be?*

CF: Let's construct an analogy. Smoking has always been around, but now it is more offensive to people because they are more aware of it, more educated about its effects, and know that they don't have to put up with it anymore. The same with sexual harassment. Why is a woman so irritated today, even though she has put up with sexual harassment for the past five years? Because today her awareness is heightened . . . and it is against the law.

Q: *How does one file a sexual harassment complaint on this campus?*

CF: It's a three-tier process, which actually was set up by the campus some time ago. First is the advisor aspect, which is very important because it's early intervention which can prevent a major event from occurring.

Second is the informal resolution, which can take many variations, for example, if a person is covered by collective bargaining or not. After initiating the resolution process, there might be the need for investigation of facts — which also can happen at the third stage — the formal grievance. In fact, a person might decide to bypass the first two steps completely if she or he feels very threatened and/or knows of others who have been harassed.

TB: What's important to realize is that there are options. The person who has been sexually harassed, for example, can see an advisor to better understand what rights and options are available, but will not be required to take it any further. It is a very confidential process.

Q: *Who handles formal grievances?*

CF: The Affirmative Action/Equal Opportunity Office handles all grievance cases involving staff employees, while Academic Affairs handles all faculty and student cases.

Q: *Who makes the ultimate decision in a sexual harassment case?*

CF: After the investigation is completed, a report — containing findings of fact and a rcommendation of action — is given to the supervisor or manager in the units involved. If sexual harassment has been identified, appropriate discipline will be imposed by the harasser's supervisor. If the person involved

(continued on page 6)

Chancellor Krevans on United Way

Members of the Campus Community:

Our United Way continues to be a very important annual event here at UCSF. As a result of the concern and efforts of many members of the campus community, our participation has increased significantly over the past decade. We can be proud of the level of support we have achieved, and of our role in this important community-wide campaign.

Last year, over 4,000 faculty and staff at UCSF contributed to The United Way. Thanks in part to the generosity of UCSF faculty and staff, infants and children in the Bay Area received quality day care; homeless men, women and children were sheltered; those with developmental disabilities received vocational training; and people with AIDS and those who are HIV positive received education, counseling and basic health services.

The need continues. The troubled economy, coupled with deep cuts in government assistance, has exacerbated a wide range of social problems in the Bay Area. Thousands of health and human care service agencies in our community are experiencing budget cuts while receiving dramatic increases in requests for services. Over the past few years, we all have been touched by the recession, natural disasters, political uncertainty at home and abroad and the state budget crisis. However, because of the plight of so many of our friends and neighbors, we cannot as an institution or as individuals back off from our commitment to The United Way.

Our 1992 UCSF United Way Campaign begins on Monday, October 26, and runs through Friday, November 6. To conserve resources, we are deviating a bit from our traditional campaign strategy. Envelopes will be delivered via campus mail instead of by donor representatives, and there will be fewer events than previously held in conjunction with our campaign.

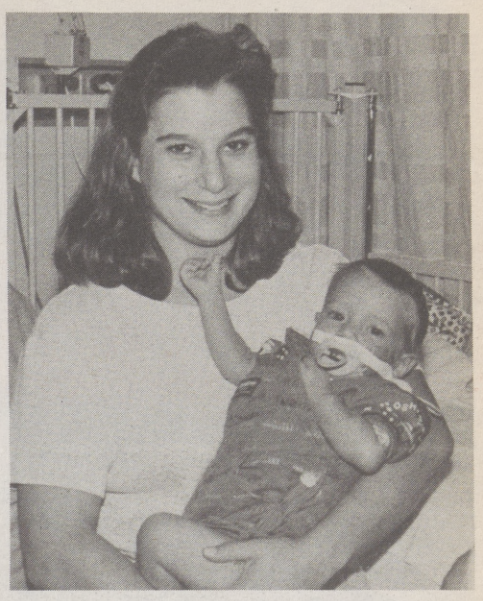
This year's campaign does, however, feature a unique kickoff — a Weekend of Caring — on October 24 and 25. Featured in the last two issues of *Newsbreak*, this kickoff provides UCSF employees and their friends and families the opportunity to sign up for a short-term volunteer project. You also will notice that donor options have been expanded: you can give directly to The United Way for distribution where the need is greatest, to an area of special need, to an individual charity, or you can choose to direct your contribution to any of seven federations of charities, or any United Way in California.

Through The United Way we have the power to change and strengthen our community. You can help decide how many people are fed, clothed and educated. I encourage you to participate in this year's UCSF United Way campaign at whatever level you are able.

Thank you for your generosity.

Julius Krevans

Julius R. Krevans, MD
Chancellor



Page 8 . . . UCSF's First Living-Donor Liver Transplant

Campus Budget Forum Nov. 2

The current status of the UC budget will be discussed by Chancellor Krevans at a special forum on Monday, November 2, from noon to 1 p.m. in Toland Hall. The forum also will address administrative reorganization. Appearing with Krevans will be budget experts

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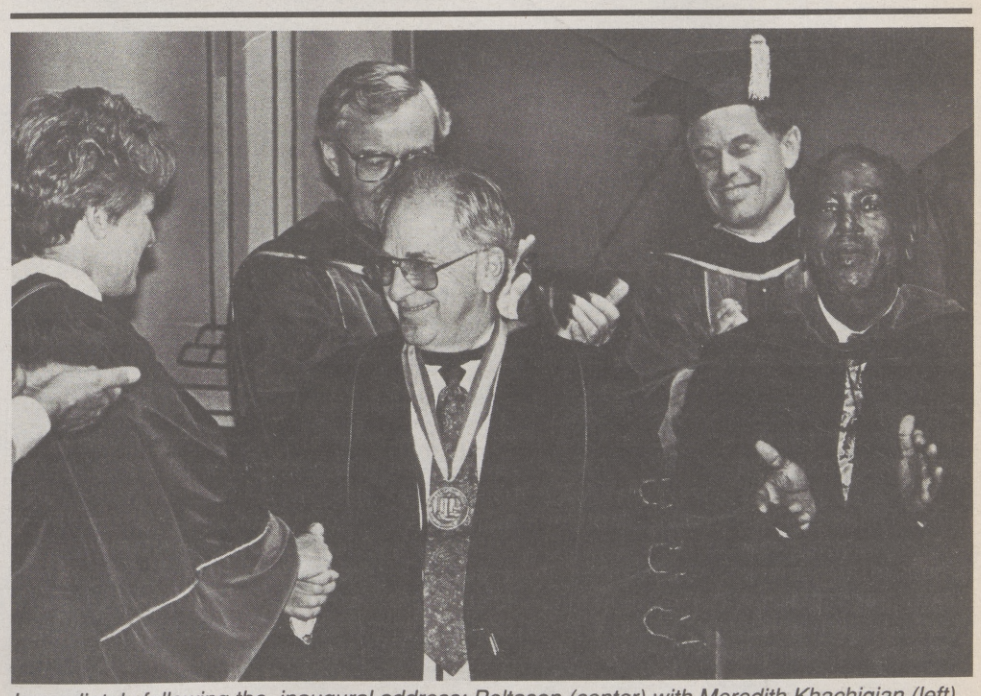


Immediately following the inaugural address: Peltason (center) with Meredith Khachigian (left), chair of the UC Board of Regents, who presided over the events, keynote speaker Lucius Jefferson Barker of Stanford (right) and other Regents.

UC's 125th Anniversary Begins

President Peltason Takes the Helm

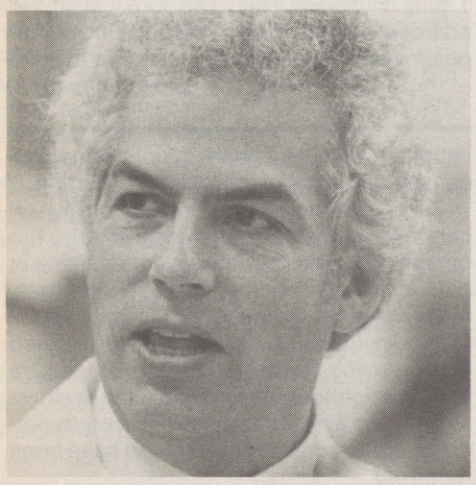
UC's 16th president — J.W. Peltason — was inaugurated on Friday, October 16, on the UCLA campus. Peltason, who served as UC-Irvine's chancellor, assumed his new duties on October 1 when David P. Gardner stepped down after more than nine years as President.

(continued on page 3)

Gazette

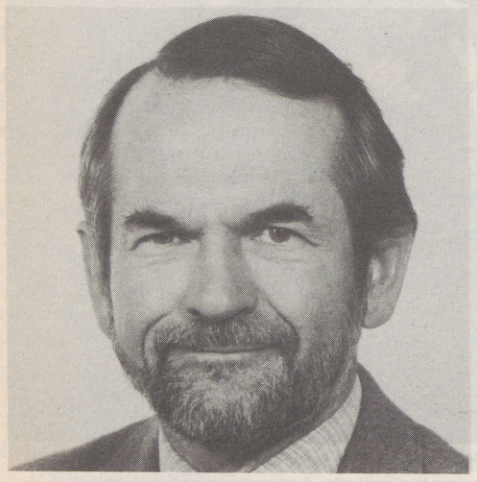
Honors & Awards

Lucretia Bolin: Received a 1992-93 UC President's Postdoctoral Fellowship, designed to increase faculty diversity within higher education nationally, particularly the numbers of minority and women faculty members. Bolin is a doctoral candidate in mental health, community & administrative nursing.

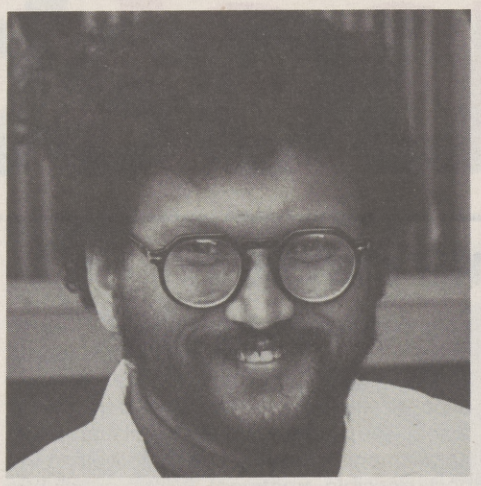


Stanley B. Prusiner: Received the Charles A. Dana Award for Pioneering Achievements in Health & Education for discovering prions, novel life forms that cause degenerative brain diseases. Prusiner is professor, neurology & biochemistry.

Debbie Moore: Received the Meredith Murphy Scholarship for $3,000 from the Meredith Murphy Cancer Foundation. The scholarship is awarded each year to a student studying to be a nurse in a hematology/oncology practice. Moore is a first-year student in the UCSF oncology graduate nursing program and the oncology program coordinator/breast specialist at the Eden Hospital Medical Center in Castro Valley.



Philip Hopewell: Appointed to the tuberculosis panel of the UC-Japan Scientific Council, which has been formed by the State Department and is administered by NIH. The panel of seven experts from both the US and Japan meets in alternate years in each country to discuss the latest scientific information on mycobacterial diseases. Hopewell is professor, medicine; chief, pulmonary division, SFGH.



Errol P. Lobo: Received a Career Development Award from the Robert Wood Johnson Foundation. Lobo is assistant professor, anesthesia.

Rudi Schmid: Spoke at the 75th anniversary celebration and graduation of the Peking Union Medical College in Beijing in September. Schmid is professor emeritus, medicine; associate dean, international relations, Schools of Medicine & Pharmacy.

Stanton A. Glantz: Honored by the California Department of Health Services for his leadership and vision in tobacco control. He also recently authored an informational booklet, *Tobacco: Biology & Politics,* (HEALTH EDCO, Waco, TX, 1992). Glantz is professor, medicine, CVRI & Institute for Health Policy Studies.

Gilbert Webb: Installed as president, Pacific Coast Obstetrics & Gynecology Society, at their annual meeting October 10-15 in Ojai. Webb, who shared this year's Charlotte C. Baer Memorial Clinical Faculty Award with Marvin L. Auerback, is clinical professor, ob/gyn & reproductive sciences.

Walter Stoeckenius: Received the Finsen Medal from the International Society of Photobiology at its Congress in Kyoto, Japan, in early October. The medal, which is awarded every four years, recognizes Stoeckenius' discovery of bacteriorhodopsin, a pigment in the cell wall of some bacteria that converts light energy into chemical energy used by the cell. Stoeckenius is professor emeritus, biochemistry & biophysics & CVRI.

In Memoriam

John W. Danforth: An assistant clinical professor of cardiology since 1985, he earned his medical degree at UCSF in 1978, performed his fellowship on campus and then served on the junior faculty in cardiology. In 1989 he was named director of the coronary care unit at the California Pacific Medical Center (CPMC), but continued to work in UCSF's cardiac care unit, helping perform thrombolitic procedures and monitoring cardiology patients. Working with Mel Cheitlin at SFGH, Danforth studied the effects of beta blockers on cardiac patients. He was 40. Contributions may be sent to the CPMC Foundation/Research in Cardiovascular Disease, PO Box 7999, SF, CA, 94120, Attention Donald Hill; or to the Leukemia Society of America, Northern CA Chapter, 55 Hawthorne St., #510, SF, CA, 94105.

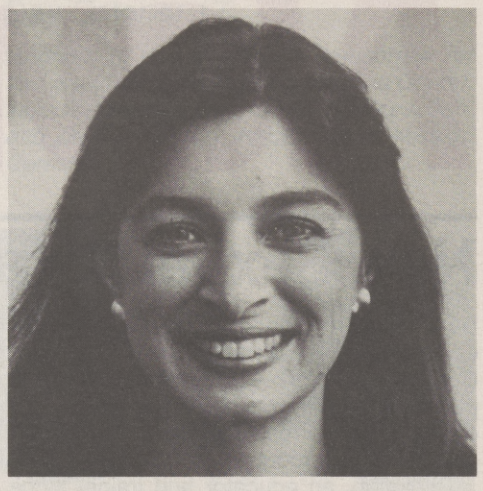
Richard W. Blewett: An assistant clinical professor, pediatrics, family & community medicine and assistant physician, medicine, SFGH. A 1980 School of Medicine graduate, he also completed his internship and residency here. He was a staff physician at the Mission Neighborhood Health Center and helped found the Centro Medico Quirurgico, which offers free treatment to poor residents of Puerto Vallarta. He also created a clerkship there for fourth-year UCSF medical students. He was 51. Donations may be made to St. John's Episcopal Church, 117 Miner Ave., Stockton, CA, 95202, or to the charity of your choice.

Robert Roginski: An administrative assistant III and admitting worker surpervisor until his departure in 1991, he coordinated third-party insurance claims and not only supervised but also trained the department's admitting workers. He came to the Medical Center in 1981 as a registration clerk in the emergency department, moving to admitting in 1982. An accomplished artist, Roginski displayed his drawings and paintings in several San Francisco shows and a gallery in Los Angeles. He was 43. Donations may be made to Project Open Hand, 2720 17th St., SF, CA, 94110.

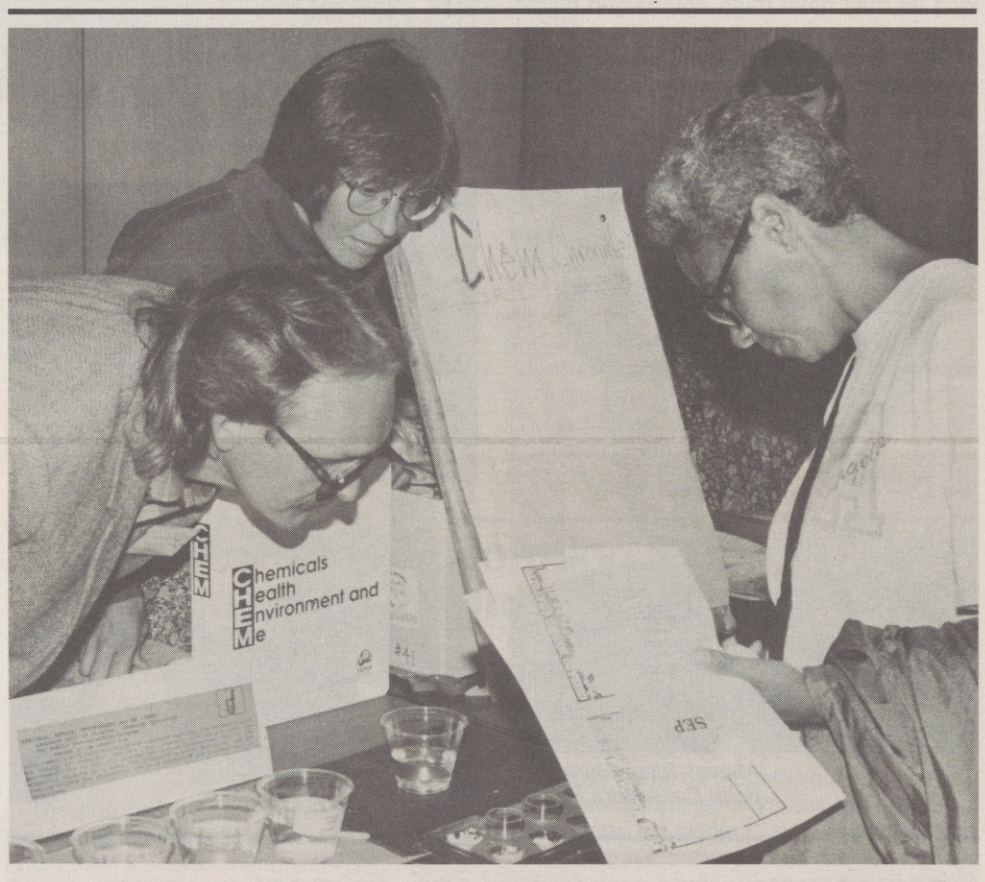
Appointments

Walter L. Miller: Delivered the featured lecture at the 26th Annual Meeting of the Japanese Pediatric Endocrine Society in Kanazawa, Japan, on October 2. He also was elected an honorary member of the Society, one of only 10 non-Japanese so honored. Miller is professor, pediatrics & MRU; program director, Child Health Research Center.

James L. Sorensen: Elected a fellow, American Psychological Association. Sorensen is professor, psychiatry; chief, Substance Abuse Services, SFGH.



Katherine Bella: Appointed associate director, Annual Giving in the Development Office for the Schools of Nursing and Dentistry. Besides soliciting and managing class gifts from 10 reunion classes each year, she heads direct mail donation campaigns for alumni from non-reunion classes. Throughout the year, she develops contacts with and solicits donations from the Dean's Associates — those people donating $1,000 or more — and organizes annual "thank-you" events for those people. Bella is former director of the Over 60 Health Center in Berkeley and former executive director of DES Action USA, a national health advocacy organization.



"Are You an Acid Tongue or Just a Base?"

One of the many exhibits at Science & Education Partnership's kickoff on October 13 was by William DeAvila Elementary School teacher Bruce Walters (left) who demonstrated how chemicals are not only all around us, but inside us. This sixth annual campuswide SEP event attracted science teachers from throughout the SF Unified School District, UCSF scientists, health professionals and students, all dedicated to improving science education in our schools. Next to Walters is Annabelle Shrieve, the new director of City Science, that part of SEP which deals directly with elementary schools. On the other side of the booth is Margaret Liddell, also a teacher at DeAvila.

Budget *(from page 1)*

as well as members of the campus human resources divisions.

The Regents still are considering a general student fee increase of at least $300 to $450 a year, or about 12%, to help offset the University's current-year budget shortfall of $255 million. In addition, they are considering fee increases for students in medicine, dentistry, veterinary medicine and law. Next spring, if UC borrows up to $70 million to help balance its 1992-93 budget as has been proposed, a further fee increase may be recommended to help pay back the loan.

At the Board of Regents October 15 meeting at UCLA, the Regents considered requesting a 5.5% state-funded budget increase for 1993-94 to avoid falling further behind in light of inflation and enrollment demand. The proposals would provide the first increase in state-funding for UC in three years. According to William Baker, UC vice president for budget and university relations, the 1993-94 budget seeks only the bare minimum the University needs to maintain its current base budget.

UCSF *Newsbreak*

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Deadline for the next issue, which will cover November 7 to 20, will be on Tuesday, **October 27, at 11 a.m.** Please send campus news copy to Allen Balderson, Medical Center news to Dawn Finch, and calendar and gazette items to Michele Firpo, all at Box 0462. Last-minute copy can be taken over the telephone by calling 476-1541. The University of California is an affirmative action/equal opportunity employer.

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Improving the Emergency Care System for Children

Making the Most of the Platinum Half Hour

Up to 35% of the people who come through emergency departments in California are children, yet the emergency system in this state is not designed with kids in mind. "We know that there are many unnecessary deaths [in children] and they occur because emergency personnel don't know how to deal with pediatric patients. They have neither the equipment nor the training," says Ron Dieckmann, director of pediatric emergency medicine at SFGH.

Dieckmann is determined to change this situation by making San Francisco a pediatric emergency model. Key to this effort is a two-year federal grant, for which he is chief medical consultant. The project intends to improve local and countywide pediatric emergency systems by educating hospital emergency personnel and paramedics, as well as establishing pediatric standards of care for emergency departments, trauma centers and critical care centers.

"Children are a unique group of patients who cannot be treated as though they are just little adults," says Dieckmann. Their heads are huge relative to their bodies, which make them more vulnerable to head injury. And their bones are more flexible, which means that although the bones won't break as easily, their injuries could be more internal.

"Children also may need special warming devices, small oxygen masks or endotracheal tubes that traditionally haven't been standard equipment on ambulances."

A child's fluid and drug requirements are very different, Dieckmann says. The amount given depends on the body's total surface area, and therefore must be administered with precise calculations. Administering drugs intravenously has always been particularly difficult in children because of their tiny veins. Lives have been lost due to the inability to rapidly start an IV.

To overcome that, Dieckmann has designed a new version of the "intraosseous" needle, which delivers drugs and fluids to children through the bone marrow within 30 seconds. The easiest access point to reach the marrow, which in children is more like a non-collapsable vein, is right below the knee.

Intraosseous needles are increasingly popular throughout the world and now are used in almost half of all California paramedic systems.

In addition, new procedures are contributing to improvements in pediatric emergency care. Dieckmann has found, for instance, that children suffering from seizures — the most frequent noninjury reason for calling an ambulance — do much better if they are given valium rectally as soon as possible after the event. "We can stop the seizure on site," says Dieckmann. "This helps simplify ambulance treatment and transport, emergency department care, and not surprisingly, it helps reduce hospital stays."

SFGH has become the hub of the entire pediatric emergency care system, and San Francisco is the first county in the country to administer valium rectally and use the Dieckmann needle. Others now are catching on.

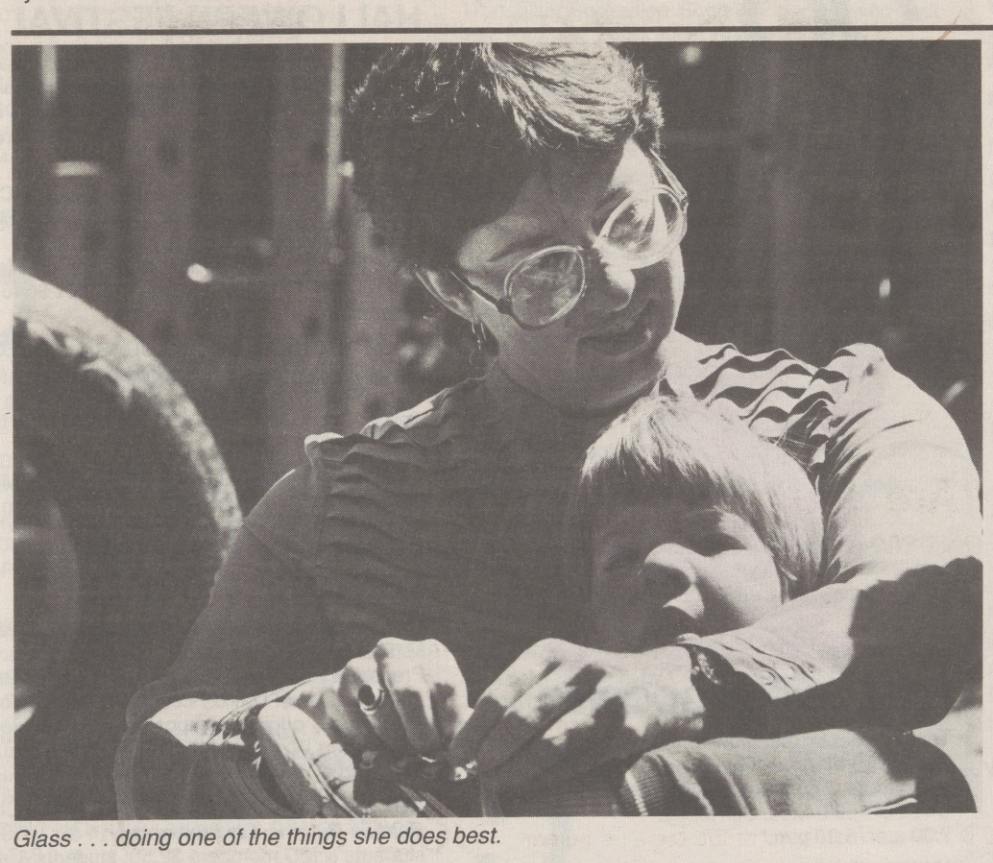
"Paramedics are finding that they really can have an impact on young patients, rather than simply trying to whisk them off to the nearest emergency room," says Dieckmann. In fact, paramedics have so warmly embraced the special pediatric training that they have become leaders and teachers in this field.

Late last year San Francisco county began a process for certifying hospitals in the City as pediatric emergency centers dedicated to taking care of kids. This October, teams conducted site reviews of those hospitals that are seeking official designation. They include UCSF's Moffitt/Long Hospitals, Mount Zion, SFGH, California Pacific Medical Center, Kaiser Permanente and St. Luke's. Each hospital must conform to special standards — round-the-clock staffing by pediatric specialists, including a pediatric airway specialist; child-sized equipment and certain drugs to treat common pediatric emergencies.

"In emergency care," says Dieckmann, "adults have what we refer to as the 'golden hour' during which time intervention can save lives. Children have the 'platinum half-hour.' Well-educated emergency personnel have a lot to offer. Now, more than ever they will be able to save children's lives."

Dieckmann has written a book that describes emergency care systems for hospitals based on the San Francisco county model. It's called Pediatric Emergency Care System — Planning & Management.

Ron Dieckmann checks in on one his patients, six-year-old Orlando Saunders of San Francisco, who was transported to SFGH by ambulance because of an asthma attack.



Glass . . . doing one of the things she does best.

Oct. 25 Telephone Fundraiser for New Meryl Glass Fund

For the past 13 years, Meryl Glass and child care have been synonymous at UCSF. As director of the UCSF Marilyn Reed Lucia Child Care Study Center, Meryl has helped to define what quality work site child care really means and to ensure, by word, deed and her thoughtful selection of staff, that child care at UCSF would have loving and learning at its heart.

As of November 1 this tradition will continue, but without Meryl. She has chosen early retirement.

To keep the thoughts and ideas of Meryl shining, the Friends of the Child Care Center have developed the UCSF Meryl Glass Children's Fund. At Meryl's request, the fund will help families who need temporary financial assistance to keep their children in the center and those who need a subsidy to afford even the reduced fees.

To help raise money for the fund, the Friends of the Child Care Center will be having a telephone fundraising session on Sunday, October 25, from 6 to 8 p.m. in Millberry Union. For further information call Susan Levings, 476-2276.

Peltason, UC's 125th *(from page 1)*

The inauguration launched UC's 125th anniversary, which will be celebrated during the 1992-93 academic year.

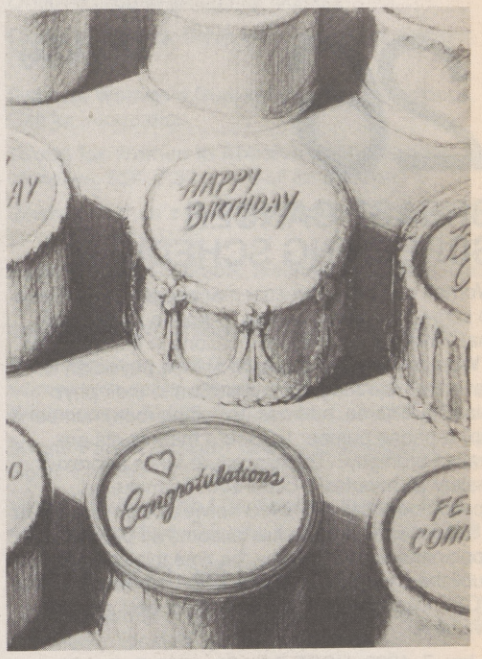
Helping to commemorate the 125th celebration is an original work of art which is featured in a poster entitled "Celebration Cakes." Created by internationally known artist Wayne Thiebaud, a retired UC Davis art professor, the poster has nine variations of festive cakes.

The poster was donated by the artist and produced entirely with gifts. A team of leading professionals in the design and print fields donated their services and products to benefit the project. All proceeds will be placed in a scholarship fund for a UC art student. The poster is available for $10 in all UC bookstores and some alumni association headquarters. A small number of signed posters can be obtained for $125 each from the UC Davis Richard L. Nelson Gallery. Send a check, made payable to the UC Regents, for $125 plus $4 for shipping and handling to: Price Amerson, Nelson Gallery Director, UC Davis, Davis, CA 95616.

Thiebaud's poster is one of three projects celebrating UC's anniversary during 1992-93. The second project is the book entitled *In Pursuit of Ideas: A Year in the Life of the University of California*, published by Collins of San Francisco, famous for its *Day in the Life* series. The 192-page glossy publication features more than 200 color and black and white photographs by some 26 photographers. Rather than profiling each individual campus, the book addresses the broad issues facing all UC faculty, staff and students. Through mid-November, the UC family will receive a 20% discount off the retail price of $45. The publication now is available in all UC bookstores or by calling 800-924-3924.

The third project is called *University Record*. The volume updates the *Centennial Record* produced in 1968. Underwritten by corporate sponsors, the volume will be available to the University in late 1993. Dean Johnson of the Office of the President is the editor.

Commemoration on each of the nine campuses will focus on existing, rather than new, events due to the deep cuts in UC's operating budget, potential student fee increases and layoffs among staff and faculty. Regular arts and lecture programs, campus community gatherings and other activities will incorporate 125th themes of service and diversity.



Daiichi and UCSF Negotiating Major Research Center

After a two-year period of review and evaluation, Daiichi Pharmaceutical Co., Ltd., of Japan has identified UCSF as the site of a major basic research collaboration focused on cardiovascular disease.

The proposed collaboration would be part of the Cardiovascular Research Institute (CVRI) directed by Lewis T. "Rusty" Williams, professor of medicine and an investigator of the Howard Hughes Medical Institute. Representatives of Daiichi and UCSF now are in negotiations to create the new Daiichi Research Center at UCSF.

The primary target of the new center would be atherosclerosis, or hardening of the arteries, one of the leading contributors to heart attacks and other cardiopulmonary diseases.

A full story on the center will run in *Newsbreak* as soon as negotiations are finalized.

Today/Tomorrow

24 Saturday

WEEKEND OF CARING

UCSF/United Way campaign kickoff, Oct. 24-25, is a weekend of volunteer opportunities in the community. Call 476-8055 to register. (See Chancellor's Letter on page 1.)

ANESTHESIA GRAND ROUNDS. HSW 301. 8-10 a.m.

INSTITUTE OF HEALING ARTS & SCIENCES WORKSHOP: *When Your Health Insurer Won't Pay.* Health educator Terry Olesen. $25-$35, plus $40 for course material. MU 111. 9 a.m.-3 p.m. Call Terry at 759-9929.*

WOMEN'S RESOURCE CENTER WORKSHOP: *Under the Hood . . . Again: A Car Care & Safety Workshop for Women.* Mary Rice, Ellis Brooks Chevrolet/Nissan/Geo. $20. 9 a.m.-1:30 p.m. Ellis Brooks, 1395 Van Ness. Call 476-5222 to register.*

THE EXCHANGE HALLOWEEN CARNIVAL

The UCSF Exchange, a support organization for housestaff, fellows & their families, presents this fundraiser for the Pediatric Play Therapy Program at SFGH. Come in costume with your friends & kids for games, a raffle, a parade of costumes, piñatas & more. Temple United Methodist Church, 1111 Junipero Serra Blvd. Noon-3 p.m. Call 826-5046.*

LPPI ALUMNI-FACULTY ASSOCIATION LECTURE: *Sexual Harassment: Therapeutic & Legal Implications.* A panel of psychiatric & legal authorities discuss individual responses to harassment, evaluation & treatment, legal definition of harassment & more. $20/$30. Laurel Heights Conf. Cntr. 2-4:30 p.m. Followed by reception. Call 476-7397. (Campus has hired two new sexual harassment consultants. See lead story on page 1.)*

25 Sunday

RACE FOR THE CURE

Susan G. Komen Breast Cancer Foundation sponsors this 5K run/1 mile fun walk with proceeds supporting 3,000 free mammograms for medically underserved women to be provided by the UCSF Mobile Mammography Van. Prizes will be awarded. $20/$50. Sharon Meadow, GG Park. On-site registration begins at 7 a.m. On-site mammograms will be available. Race begins at 8:30 a.m. Call (415) 648-9410 or (800) 698-8699.*

NORTHERN CALIFORNIA AFFILIATE RETINITIS PIGMENTOSA FOUNDATION LECTURE: *Visual Rehabilitative Care for the Partially Sighted.* Mark McAdams. HSW 300. 1 p.m.

GLASS FUNDRAISER

A phone fundraising session for the UCSF Meryl Glass Children's Fund. 6-8 p.m. Call Susan Levings at 476-2276 to donate or volunteer. (See story on page 3.)*

26 Monday

BREAST CANCER SCREENING SCHEDULE

Women can have low-cost mammograms — X-rays to screen for breast cancer — from a mobile van that travels to convenient locations in the Bay Area.

Women need the approval of their physician to have the mammogram, in addition to their physician's full name, address (including room number & zip) & phone number to assure that results are mailed promptly. The procedure takes approximately 20 minutes & costs $60. To make an appointment call 476-2193 between 9 a.m. & 3 p.m.

Because the service has become so popular and appointments are filled by the time this calendar is published, we list only dates when the van will be at UCSF locations and when appointments are still available:

- Jan. 7, 1993: UCSF Daly City. 333 Gellert Blvd.
- Jan. 8: On Parnassus at Medical Cntr. Way.
- Feb. 4: UCSF Daly City. 333 Gellert Blvd.
- Feb. 5: On Parnassus at Medical Cntr. Way.

A mammogram also is available at the Mount Zion radiology department for $50. Call 885-7710.

OTOLARYNGOLOGY GRAND ROUNDS. S 214. 8-10 a.m.

VAMC NEURORADIOLOGY ROUNDS. 2A47, VAMC. 10:30-11:15 a.m.

LANDBERG CENTER FORUM: *What Is Roman Catholicism in the '90s?* S 609. Noon-1 p.m. Call Mary at 564-3515.*

MELANOMA CONFERENCE. Melanoma Clin. Conf. Rm., 4th fl., MZ Pavilion. Noon.

WOMEN'S HEALTH & HEALING/WOMEN'S PRIMARY CARE PROGRAM LECTURE: *The Women's Health Initiative: Conception, Birth or ??* Nancy Fugate Woods, Cntr. Women's Hlth. Res., U Washington, Seattle. Toland Hall. 3-4:30 p.m.

CVRI/PROGRAM OF EXCELLENCE IN MOLECULAR BIOLOGY: *Mechano-Transcription Coupling in Cardiac Myocytes.* Seigo Izumo, Harvard. S 1364. 4-5 p.m.

LABORATORY MEDICINE GRAND ROUNDS: *Nuclear Medicine as an* in vivo *Tracer Method.* Chi-Kwan Yen, Lab. Med., SFGH. L 535. 4-4:50 p.m.

IMMUNOLOGY SEMINAR SERIES. HSW 302. 5 p.m.

27 Tuesday

PLASTIC SURGERY GRAND ROUNDS. D & C Conference. Rm. 200 1A-122, VAMC. 7-8 a.m.

MULTIDISCIPLINARY TUMOR BOARD: M 1296. 7:30 a.m. Call Barbara Jim-George, 476-4750.

ORAL & MAXILLOFACIAL SURGERY GRAND ROUNDS: Residents Forum. C 701. 8 a.m.

SFGH PEDIATRIC GRAND ROUNDS: *Neonatal Herpes.* Steve Kohl, Ped. Infec. Dis. Carr Aud., SFGH. 8:30-9:30 a.m.

TRANSFUSION RESEARCH FORUM: *Progress in HIV Vaccines.* David Chernoff, Med. & Chiron Corp. L 535. 8:30 a.m.

NEW EMPLOYEE ORIENTATION: S 214. 8:30 a.m.-12:30 p.m. Call 476-1073.

PEDIATRIC NEURORADIOLOGY CONFERENCE. HSE 317. 9 a.m.

OB/GYN GRAND ROUNDS: *Recurrent Pregnancy Loss.* Robert N. Taylor, Ob/Gyn. S 1364. 9-10 a.m.

LABORATORY MEDICINE RESIDENTS' MICROBIOLOGY CORE COURSE. L 535A. 10 a.m.-noon.

MOUNT ZION AUXILIARY MEET THE DOCTORS SERIES: *Forum for Women.* Issa Eshima, Plast. Surg., on cosmetic facial surgery; Richard Sagebiel, Path., Derm. & Mel. Cntr., on safe sun & the skin; Lawrence Fiegenbaum, Inst. on Aging, on women & aging. $10 donation for non-auxiliary members. Herbst Hall, MZ. 10-11:30 a.m. Call 885-7354.*

SFGH MEDICINE GRAND ROUNDS: *Tissue Transplantation: Bones, Valves, Etc.* Guy Paiement, Orthosurg. Carr Aud., SFGH. 11:30 a.m.

SPEAK OUT AGAINST RAPE

After the Palm Beach Rape Trial: Patricia Bowman Speaks Out. Patricia Bowman, the plaintiff in the William Kennedy Smith rape trial in Palm Beach, speaks on behalf of women who have been sexually assaulted & discusses whether rape survivors should be named in the media. Cole Hall. 11:30 a.m.-1 p.m. Call 476-0400.*

INSTITUTE OF HEALTH POLICY STUDIES BROWN BAG SEMINAR: *Evaluating the Washington DC Needle/Syringe Exchange.* David L. Vlahov, Epid., Johns Hopkins. Sem. Rm., IHPS, 1388 Sutter St. Noon-1:30 p.m.

VAMC EEG READING SESSION. Bldg. 203, Rm. 2A49, VAMC. 3 p.m.

BIOCHEMISTRY/BIOPHYSICS SEMINAR. HSW 301. 4 p.m.

EPIDEMIOLOGY & BIOSTATISTICS SEMINAR: *Overview of the ALIVE Study: Natural History of HIV Infection in IV Drug Users.* David L. Vlahov, Epid. & Biostat., Johns Hopkins. MU 427. 4-5 p.m.

SFGH GI MEDICINE/SURGERY/RADIOLOGY IMAGING CONFERENCE. Rm. 1X58, SFGH. 4-5 p.m.

NEUROLOGY GRAND ROUNDS: *Neuromuscular Complications of Septic Patients.* Charles F. Bolton, Clin. Neuro. Sci., U West. Ontario, Canada. S 664. 5-6 p.m.

VOLUNTEER ORIENTATION: To acquaint new & potential volunteers with opportunities available in the Medical Center at UCSF. LPPI Aud. 5:30-7:30 p.m. Call 476-1196 for information.*

28 Wednesday

SURGERY MORBIDITY & MORTALITY GRAND ROUNDS. Toland Hall. 7-8 p.m.

SFGH ORTHOPAEDIC SURGERY STAFF CONFERENCE. Rm. 5K8, SFGH. 7:30-9 a.m.

HEMATOLOGY CLINICAL CONFERENCE. M 1296. 7:30-8:30 a.m.

DERMATOLOGY STAFF CONFERENCE: *Recent Clinical Developments in Skin Microbiology.* Raza Aly, Derm., Microbio. & Imm. HSW 301. 8-9 a.m.

ENDOCRINE GRAND ROUNDS: *Effect of Mechanical Strain on the Growth of Vascular Smooth Muscle Cells.* Harlan Ives, Med. & Neph. M 1486. 8:30 a.m.

NUCLEAR MEDICINE SEMINAR: *Interesting Cases from Davies Medical Center.* Mailine Chew, Nuc. Med., Davies Med. Cntr. LPPI Aud. 8:30 a.m.

BROWN BAG LECTURE SERIES: *Stress — Why Won't It Go Away?* Margaret Chesney, Epid. & Biostat. Sponsored by Campus Tours & Speakers Bureau. HSW 300. Noon. Call 476-4394.*

HISTORY OF HEALTH SCIENCES COURSE: *Poetry in Medicine II.* David Watts, Med. U 456. Noon-2 p.m.

PSYCHIATRY GRAND ROUNDS: *Treating Traumas: Eye Movement Desensitization & Reprocessing.* Francine Shapiro, Mental Res. Inst, Palo Alto. LPPI Aud. 1-2 p.m.

HEAD & NECK TUMOR CONFERENCE. Melanoma Clin. Conf. Rm., 4th fl., MZ Pavilion. 1:30 p.m.

SEMINAR IN BIOLOGY SERIES: *The MARCKS Family of Protein Kinase C Substrates: Versatile Regulators of Cytoskeleton Membrane Interactions.* Alan Aderem, Lab. Signal Transduction, Rockefeller U. HSW 300. 4 p.m.

CHILD NEUROLOGY CONFERENCE. M 666. 4:30 p.m.

THINKING ABOUT RODIN?

In Rodin's Studio — The Sculptor & the Photographers. Albert Elsen, Art Hist., Art Law & Rodin Sculpture Collection, Stanford. Sponsored by Chancellor's Committee on Art, Honors & Recognition in conjunction with the Rodin exhibit in the UCSF Library. HSW 301. 5 p.m.*

PATHOLOGY GRAND ROUNDS: Resident Case Presentations. HSW 508. 5:30-6:30 p.m.

SAN FRANCISCO HISTORY CLASS: Lectures on SF's colorful history by Charles Fraccia, SF Hist. Society. Toland Hall. 7:30-9:30 p.m. Call 775-1111.*

WELCOME TO OUTDOORS UNLIMITED PRESENTATION: OU Cntr. on Parnassus between 3rd & 4th Aves. 7:30 p.m. (This location will be closed from Oct. 29 to Nov. 17. Call 476-0417 during this time. See item in Fun Zone on page 6.)*

29 Thursday

ORTHOPAEDIC SURGERY STAFF CONFERENCE. HSW 303. 7-8 a.m.

HALLOWEEN GOODIES

Trick or treat boxes, glow-in-the-dark mugs, candy, jewelry, cornhusk witches, chocolate pumpkins & much more. Sponsored by School of Pharmacy Class of 1994. Med. Sci. lobby. 7:30 a.m.-5:30 p.m.*

MEDICINE GRAND ROUNDS: *Innovative Approaches in Pediatric Liver Transplant.* Jean Emond, Surg. & Ped. Liver Transp. Toland Hall. 8-9 a.m. (See page 8 for UCSF's first living-donor liver transplant.)

SFGH NEUROLOGY/NEUROSURGERY CONFERENCE. Rm. 4H2, SFGH. 8-9 a.m.

PEDIATRIC GRAND ROUNDS: *Health Insurance for All Children: Can We Get Our Act Together?* Kevin Grumbach, FCM & Cntr. Hlth. Policy; Birt Harvey, Ped. S 664. 8-9 a.m.

OPHTHALMOLOGY GRAND ROUNDS: *Orbital Pseudotumor: Natural History & Treatment Response.* Devron Char, Oph., Rad. Onc. & Ocular Onc. S 214. 8:30-10 a.m. Preceded by case presentations: *Glaucoma.*

SFGH TRAUMA CENTER CONFERENCE. Rm. 4H2, SFGH. 9-10 a.m.

FAMILY & COMMUNITY MEDICINE/PRIMARY CARE LECTURE SERIES: *Ambulatory Assessment & Management of Hyperlipidemia.* Robert Baron, Clin. Med. & Med. A 455. 10 a.m-noon.

NEUROLOGY/NEURORADIOLOGY CONFERENCE. HSE 317. 10-11 a.m.

PEDIATRIC TUMOR CONFERENCE. L 34. 11 a.m.-12:15 p.m.

ORAL BIOLOGY 220 FACULTY RESEARCH SEMINAR: *Unbalanced Matrix Degradation in Normal Cell Function & Development.* Caroline Alexander, Lab. Radiobio. & Env. Hlth. S 664. Noon.

NEURORADIOLOGY GRAND ROUNDS. HSW 303. 4-5 p.m.

ONCOLOGY CLINICAL CONFERENCE. M 1296. 4 p.m.

MEDICINE/SURGERY ADULT CARDIAC CATHETERIZATION CONFERENCE. L 1361. 4-6 p.m.

PRIMARY CARE GRAND ROUNDS: *Identifying & Reporting Adverse Drug Reactions in the Outpatient Setting.* Donna Schroeder, Pharm. A 455. 4:30 p.m.

NEUROSURGERY GRAND ROUNDS. HSW 302. 5-6:30 p.m.

RADIOLOGY GRAND ROUNDS: *Contrast Media Reaction: Recognition & Response.* Bruce McClennan, Rad., Mallinckrodt Inst. Rad., St. Louis. HSW 301. 5:15-6:15 p.m.

ARTS & PERFORMANCES COLE HALL CINEMA: *Batman Returns.* Children under 14 $2; UCSF students & MU members $2.50; students, seniors & UCSF employees (today only) $3; general $3.50. Cole Hall. 5:45 & 8:30 p.m. (Movies subject to change.) Call 476-2542.*

30 Friday

SPINE CONFERENCE ROUNDS. C 417. 7-8 a.m.

CRI HEMATOLOGY/ONCOLOGY JOURNAL CLUB. M 1296. 8 a.m.

MOUNT ZION MEDICINE GRAND ROUNDS. Herbst Hall, MZ. 8:30-9:30 a.m.

CHILD & ADOLESCENT PSYCHIATRY CONFERENCE: *Family Mosaic Project.* Abner J. Bolles III & Larry Marx, Fam. Mosaic Proj. LPPI Aud. 9:30-11 a.m.

PHARMACEUTICAL CHEMISTRY 221 SEMINAR: *Structure-Based Inhibitor Design in Thymidylate Synthetase: From Bauhaus to Ex-Lax.* Brian Shoichet, Pharm. Chem. S 1364. 11 a.m.

HALLOWEEN FESTIVAL

Pumpkin carving, costume & pumpkin pie eating contests highlight this get-together with music by The Harmonics Steel Band, refreshments & more. Co-sponsored by Millberry Prog. & Serv., EMPACT! Saunders Court. Noon. Call 476-2675.

INSTITUTE OF HEALING ARTS & SCIENCES LECTURE: *Predictive Vedic (Hindu) Astrology: "Mirror of the Soul."* Dennis Harness. N 721. Noon. Call 759-9929. Followed by workshop on Wed., Nov. 4. $25. C 130. 7-10 p.m. Call 721-9646 to order chart.*

SFGH PROGRAM IN CELLULAR & MOLECULAR MEDICINE: *Analysis of Transcription Factors Involved in the Regulation of the Heat Shock Response.* Carl Parker, Chem., CA Inst. Tech. Rm 3208, 2nd fl., Bldg. 30, SFGH. Noon.

LABORATORY MEDICINE RESIDENTS' MICROBIOLOGY CORE COURSE. L 535. 2:30-5 p.m.

GORDON TOMPKINS LECTURE & CONCERT

Cosmic Connection: The Universe & You. Sandra M. Faber, Lick Observatory, UC Santa Cruz. Preceded by concert featuring jazz pianist Denny Zeitlin & bassist David Friesen who will perform jazz standards & original compositions. Sponsored by the Herbert W. Boyer Fund. Cole Hall. 3 p.m. Followed by reception at the Fac. Alum. House.*

ARTS & PERFORMANCES COLE HALL CINEMA: *Batman Returns.* Children under 14 $2; UCSF students & MU members $2.50; students & seniors $3; general $3.50. Cole Hall. 6:30 & 9:15 p.m. (Movies subject to change.) Call 476-2542.*

31 Saturday

ANESTHESIA GRAND ROUNDS. HSW 301. 8-10 a.m.

2 Monday

OTOLARYNGOLOGY GRAND ROUNDS: *Conservation Surgery of the Larynx.* Mark Singer, Oto. S 214. 8-10 a.m. Followed by case presentations.

VAMC NEURORADIOLOGY ROUNDS. 2A47, VAMC. 9:30-10:30 a.m.

LABORATORY MEDICINE RESIDENTS' MICROBIOLOGY CORE COURSE. L 535A. 10 a.m.-noon.

Oct. 24-Nov. 6, 1992

AGGELER LECTURE

Regulation of Human Globin Gene Switching. George Stamatoyannopoulos, Med. Genet., Markey Mol. Med. Cntr., U Washington. The 23rd Annual Paul M. Aggeler Lecture sponsored by Dept. Hematology, SFGH. Carr Aud., SFGH. 11:30 a.m.-12:30 p.m.

BRAIN TUMOR RESEARCH CENTER SEMINAR: *Therapeutic Uses of Herpes Virus in the Nervous System.* William Wei-Guo Jia, Microbio., U British Columbia, Vancouver. S 214. Noon-1 p.m.

LANDBERG CENTER FORUM: *What Is Roman Catholicism in the '90s?* N 717B. Noon-1 p.m. Call Mary at 564-3515.*

MELANOMA CONFERENCE. Melanoma Clin. Conf. Rm., 4th fl., MZ Pavilion. Noon.

OPEN FORUM ON BUDGET

Chancellor Julius R. Krevans, budget experts & human resources personnel discuss the campus' budget plans & administrative reorganization in an open forum. Toland Hall. Noon. (See story on page 1.)

PSYCHIATRY/BIOCHEMISTRY HUMAN GENETICS SEMINAR. HSW 300. 3:30-4:45 p.m.

CVRI/PROGRAM OF EXCELLENCE IN MOLECULAR BIOLOGY: *Signal Transduction & Development of the Drosophila Eye.* Gerald M. Rubin, HHMI, UCB. S 1364. 4-5 p.m.

BRECHER LECTURE

Understanding Understanding. Heinz von Foerster, Elect. Eng., Biophys. & Physio., U Illinois. First George Brecher Lecture sponsored by Lab. Med. HSW 301. 4-5 p.m. Followed by reception.

IMMUNOLOGY SEMINAR SERIES. HSW 302. 5 p.m.

INSTITUTE OF HEALING ARTS & SCIENCES TRANSCENDENTAL MEDITATION CLASS: First Monday of each month. N 517. 7 p.m. Call (510) 548-1144.*

3 Tuesday

PLASTIC SURGERY GRAND ROUNDS: *Problem Cases.* Greg Bland, Plast. Surg. Davies Med. Cntr. 7-8 a.m.

MULTIDISCIPLINARY TUMOR BOARD: M 1296. 7:30 a.m. Call Barbara Jim-George, 476-4750.

ORAL & MAXILLOFACIAL SURGERY GRAND ROUNDS: *Orthodontic Management of Cleft Lip/Palate Patient II.* Karin Vargervik, G & D. C 701. 8 a.m.

SFGH PEDIATRIC GRAND ROUNDS: *Sports Injuries in the Pediatric Population.* James Garrick, Cntr. Sports Med., St. Francis Hosp. Carr Aud., SFGH. 8:30-9:30 a.m.

TRANSFUSION RESEARCH FORUM: Preview of AABB Meeting presentations. L 535. 8:30 a.m.

OB/GYN GRAND ROUNDS. S 1364. 9-10 a.m.

PEDIATRIC NEURORADIOLOGY CONFERENCE. HSE 317. 9 a.m.

OPEN ENROLLMENT

Open enrollment takes place for only two weeks — Mon., Nov. 9 to Fri., Nov. 20. Informational meetings take place from noon to 1 p.m. on the following dates & at the following locations. (See story on page 6.)

- Wed., Nov. 4: Cole Hall.
- Thurs., Nov. 5: Rm. 125, MCB.
- Mon., Nov. 9: Carr Aud., SFGH.
- Thurs., Nov. 12: Toland Hall.
- Fri., Nov. 13: A 18, MZ.
- Oyster Point information to be announced.

UC's legal expense insurance carrier is switching from Midwest Legal Services to Prudential. Special meetings with representatives from Prudential are scheduled as follows:

- Tues., Nov. 10: Cole Hall & Rm. 125, MCB. Noon-1 p.m.

CAMPUS AMNESTY INTERNATIONAL MEETING: Meets the first Tuesday of each month. MU 111. Noon-1 p.m.

WOMEN'S RESOURCE CENTER PRESENTATION: *Chink Chicks/American Women.* Elle Chan presents the video she directed which looks at stereotypes of Asian women in Hollywood. Toland Hall. Noon-1 p.m. Call 476-0400.*

VAMC EEG READING SESSION. Bldg. 203, Rm. 2A49, VAMC. 3 p.m.

BIOCHEMISTRY/BIOPHYSICS SEMINAR. HSW 301. 4 p.m.

SFGH GI MEDICINE/SURGERY/RADIOLOGY IMAGING CONFERENCE. Rm. 1X58, SFGH. 4-5 p.m.

NEUROLOGY RESEARCH SEMINAR: *Patterning of Cell Types & Axonal Projections in the Mammalian Central Nervous System.* Marc Tessier-Lavinge, Anat. S 664. 5-6 p.m.

4 Wednesday

OPERATIVE UROLOGY CONFERENCE: *Retroperitoneal Lymphodenectomy.* Joseph Presti, Jr., Uro. M 464. 6:30-7:30 a.m.

SURGERY GRAND ROUNDS: *Molecular Mechanisms of Endotoxic Shock.* Joseph H. Rapp, Surg. Toland Hall. 7-8:30 a.m.

SFGH ORTHOPAEDIC SURGERY STAFF CONFERENCE. Rm. 5K8, SFGH. 7:30-9 a.m.

HEMATOLOGY CLINICAL CONFERENCE. M 1296. 7:30-8:30 a.m.

DERMATOLOGY STAFF CONFERENCE. HSW 301. 8-9 a.m.

OCCUPATIONAL & ENVIRONMENTAL MEDICINE GRAND ROUNDS: *Implementing International Environmental Regulations.* Keith Casto. A 455. 8-9 a.m.

ENDOCRINE GRAND ROUNDS: *Insulin-Like Receptor in Breast Cancer.* Ira Goldfine, Med. & Physio. M 1486. 8:30 a.m.

NUCLEAR MEDICINE SEMINAR: *MAG-3 in Renal Transplant Evaluation.* Scott LaPidus, Mallinckrodt Inst. Rad., St. Louis. LPPI Aud. 8:30 a.m.

BROWN BAG LECTURE SERIES: *New Developments in Cosmetic Dentistry.* Alton Lacy, Dent. Sponsored by Campus Tours & Speakers Bureau. HSW 300. Noon. Call 476-4394.*

HISTORY OF HEALTH SCIENCES COURSE: *Poetry in Medicine II.* David Watts, Med. U 456. Noon-2 p.m.

DENTISTRY DEAN'S SEMINAR: *The New Operative Dentistry.* Graham Mount, Dent., U Adelaide, Australia. C 701. 12:30-2 p.m.

PSYCHIATRY GRAND ROUNDS: *Genetic & Pharmacological Aspects of Narcolepsy.* Emmanuel Mignot, Psychr., Stanford. LPPI Aud. 1-2 p.m.

HEAD & NECK TUMOR CONFERENCE. Melanoma Clin. Conf. Rm., 4th fl., MZ Pavilion. 1:30 p.m.

CHILD NEUROLOGY CONFERENCE. M 666. 4:30 p.m.

JOINT UCB/UCSF MEDICAL ANTHROPLOGY SEMINAR: *Anthropology & Gerontology: The State of Play.* Lawrence Cohen, Med. Anth., UCB. CSBS 218. 5 p.m.

SAN FRANCISCO HISTORY CLASS: Lectures on SF's colorful history by Charles Fraccia, SF Hist. Society. Toland Hall. 7:30-9:30 p.m. Call 775-1111.*

5 Thursday

ORTHOPAEDIC SURGERY STAFF CONFERENCE. HSW 303. 7-8 a.m.

MEDICINE GRAND ROUNDS: *Arrhythmia Mortality Reduction in Ischemic Heart Disease.* Bramah Nand Singh, Med. & Cardio., UCLA & West LA VAMC. Toland Hall. 8-9 a.m.

SFGH NEUROLOGY/NEUROSURGERY CONFERENCE. Rm. 4H2, SFGH. 8-9 a.m.

PEDIATRIC GRAND ROUNDS: *Cutaneous Signs of Systemic Malformation.* Ilona Frieden, Derm. & Ped. S 664. 8-9 a.m.

OPHTHALMOLOGY GRAND ROUNDS: *Optic Nerve Sheath Fenestration for AION: Breakthrough or Fiasco?* Jonathan Horton, Oph. S 214. 8:30-10 a.m. Preceded by case presentations: *External Disease/Uveitis.*

SFGH TRAUMA CENTER CONFERENCE. Rm. 4H2, SFGH. 9-10 a.m.

FAMILY & COMMUNITY MEDICINE/PRIMARY CARE LECTURE SERIES: *Ambulatory Assessment & Management of Hypertension.* Dorothy Perloff, Med., EKG & Hyperten. Clin.; R. Ron Finley, Clin. Pharm. & Pharm. A 455. 10 a.m-noon.

ONGOING SUPPORT GROUPS

This is a listing of the various support & self-help groups, listed according to the day of the week on which they meet.

MONDAY

FRIENDS OF LOIS AL-ANON MEETING: Closed meeting: for friends & families of alcoholics only. Rm. 300C, MCB. Noon.*

UCSF AIDS HEALTH PROJECT MEDITATION & SELF-HYPNOSIS WORKSHOP: Weekly discussion group for anyone dealing with HIV or AIDS in themselves or others. Gazebo Rm., Davies Med. Cntr. 7-9 p.m. Call 476-6445.*

ALZHEIMER'S SUPPORT GROUP: For caregivers, family & friends of people with Alzheimer's or other dementing illnesses. First Monday of each month. Ground Fl. Conf. Rm., Alzheimer's Clin., 1350 7th Ave. 7-9 p.m. Call (800) 942-1333.*

INSTITUTE OF HEALING ARTS & SCIENCES TRANSCENDENTAL MEDITATION CLASS: First Monday of each month. N 517. 7 p.m. Call (510) 548-1144.*

TUESDAY

MULTIPLE HELPERS OUTREACH NETWORK SUPPORT GROUP: For victims & survivors of violent trauma. Ages 15 & over. A 222, LPPI. 10 a.m.-noon. Help-line at 759-7923 provided daily, 7 a.m.-10 p.m.*

OVEREATERS ANONYMOUS MEETING: Regular OA discussion meeting. N 717B. Noon.*

LUPUS SUPPORT GROUP: Second Tues. of the month. C 27, MZ. 7-9 p.m. Call 885-1720.*

WEDNESDAY

PARNASSUS AL-ANON MEETING: For friends & families of alcoholics. C 517. Noon-1 p.m.*

ALCOHOLICS ANONYMOUS MEETING: Closed meeting: alcoholics only. Rm. 300C, MCB. 12:05 p.m.*

MULTIPLE HELPERS OUTREACH NETWORK SUPPORT GROUP: For victims & survivors of violent trauma. Ages 15 & over. Two locations & times: A 222, LPPI, 1-3 p.m., and N 517, 7-10 p.m. Help-line also provided daily, 7 a.m.-10 p.m. at 759-7923.*

SUPPORT GROUP FOR FAMILY/FRIENDS OF THOSE WITH MENTAL ILLNESS: Open to anyone interested in learning more about psychiatric disorders & their treaments. Call Laura Deering-Mayclin at 476-7394 for more information.

THURSDAY

ALCOHOLICS ANONYMOUS MEETING: Closed meeting: alcoholics only. LPPI A222. 6 p.m.*

FRIDAY

OVEREATERS ANONYMOUS MEETING. Rm. 300C, MCB. 12:05 p.m.*

ALCOHOLICS ANONYMOUS MEETING: Closed meeting: alcoholics only. C 417. 12:10-1 p.m.*

LAKESIDE SENIOR MEDICAL CENTER CAREGIVER SUPPORT GROUP: Meets on alternate Fridays. $10 per meeting. 2501 Ocean Ave. at Junipero Serra. 2-4 p.m. Call 586-8600.

NEUROLOGY/NEURORADIOLOGY CONFERENCE. HSE 317. 10-11 a.m.

PEDIATRIC TUMOR CONFERENCE. L 34. 11 a.m.-12:15 p.m.

ORAL BIOLOGY 220 FACULTY RESEARCH SEMINAR: *Candidiasis & Opportunism.* Nina Agabian, Mol. Parasit., Lab. Med. & Pharm. Chem. S 664. Noon.

MEDICINE/SURGERY ADULT CARDIAC CATHETERIZATION CONFERENCE. L 1361. 4-6 p.m.

NEURORADIOLOGY GRAND ROUNDS. HSW 303. 4-5 p.m.

NEUROSCIENCE SEMINAR: *Social Control of Cellular Changes in the Brain.* Russell D. Fernald, Neurosci., Stanford. HSW 300. 4 p.m.

ONCOLOGY CLINICAL CONFERENCE. M 1296. 4 p.m.

PRIMARY CARE GRAND ROUNDS: *Stress & Disease.* Thomas Coates, Med., Behav. Med. & CAPS. A 455. 4:30 p.m.

NEUROSURGERY GRAND ROUNDS. HSW 302. 5-6:30 p.m.

RADIOLOGY GRAND ROUNDS: *Breast Cancer Missed by Mammography.* Debra Ikeda, Rad. & Breast Cancer Imaging, Stanford. HSW 301. 5:15-6:15 p.m.

ARTS & PERFORMANCES COLE HALL CINEMA: *A League of Their Own.* Children under 14 $2; UCSF students & MU members $2.50; students, seniors & UCSF employees (today only) $3; general $3.50. Cole Hall. 5:45 & 8:30 p.m. (Movies subject to change.) Call 476-2542.*

COMMUNITY HEALTH TALK: *Cancer & AIDS.* Donald W. Northfelt, Med. Sponsored by Public Serv. Outreach Prog. Toland Hall. 7-8:30 p.m. Free parking available. Call 476-8429.*

6 Friday

SPINE CONFERENCE ROUNDS. C 417. 7-8 a.m.

CRI HEMATOLOGY/ONCOLOGY JOURNAL CLUB. M 1296. 8 a.m.

MOUNT ZION MEDICINE GRAND ROUNDS. Herbst Hall, MZ. 8:30-9:30 a.m.

CHILD & ADOLESCENT PSYCHIATRY CONFERENCE: *Attention Deficit Hyperactivity Disorder in Adults.* John H. Ratey, Psychr., Harvard. LPPI Aud. 9:30-11 a.m.

PHARMACEUTICAL CHEMISTRY SEMINAR. S 1364. 11 a.m.

INSTITUTE OF HEALING ARTS & SCIENCES LECTURE: *Research Your Own Health: Consumer Medicine in the '90s.* Health educator Terry Olesen. N 721. Noon. Call 759-9929.*

SFGH PROGRAM IN CELLULAR & MOLECULAR MEDICINE: *Cell Adhesion & the Development of Epithelial Cell Polarity.* James Nelson, Mol. & Cell. Physio. Rm 3208, 2nd fl., Bldg. 30, SFGH. Noon.

*Open to the public.

WOMEN'S RESOURCE CENTER PRESENTATION: *How to Survive the Budget Crunch in the '90s.* Leona Lau, Financial Planning, presents this first in a four-part series called "Your Money Matters." $5 per session, $16 for series. N 517. Noon-1 p.m. Call (510) 724-6916.*

LABORATORY MEDICINE RESIDENTS' MICROBIOLOGY CORE COURSE. L 535. 2:30-5 p.m.

ARTS & PERFORMANCES COLE HALL CINEMA: *A League of Their Own.* Children under 14 $2; UCSF students & MU members $2.50; students & seniors $3; general $3.50. Cole Hall. 6:30 & 9:15 p.m. (Movies subject to change.) Call 476-2542.*

CONTINUING EDUCATION

DENTISTRY

For locations & information call 476-1101.

Advanced Crown, Bridge & Implant Temporization. Oct. 24.

Clinical Applications of High Technology in Your Dental Treatment Room. Nov. 6-8.

Periodontal Diagnosis & Treatment. Nov. 13.

WOMEN'S RESOURCES

Sponsored by UCSF Women's Resource Center unless otherwise noted. Call 476-0400 for information & 476-5222 to pre-register.

GROUPS

Ongoing drop-in groups for women:

Circle of Sisters. Black women's group. Fridays. L 535. Noon.

General Women's Support Group. Two groups. Call for information.

Group for Women in Abusive Relationships. Mondays. 5:30-7:30 p.m. Call for location.

Jewish Women's Dialogue Groups. Wednesdays. Noon-1 p.m. N 717B.

Latin Women Coalition. Wednesdays. Noon. Call 476-7117 for location.

Lesbian Lunch Group. Mondays. C 417. Noon.

San Francisco ANAD Support Group. Group for women with eating disorders meets first & third Wednesdays. M 688. 7-8:30 p.m. Call 332-3425.

Single Parent Support Group. Wednesdays. Noon. Call 564-3515 for locations.

Women Living with Life-Altering Illness. Alternate Wednesdays. 7-9 p.m. N 423. Call 775-2854.

CALL 502-NEWS

UCSF's internal news hotline gives up-to-the-minute information for staff, faculty & students.

THE NEXT DEADLINE

Tues., Oct. 27, is the deadline for items to be listed in the next calendar, which covers **Nov. 7-20, 1992 (two weeks).** They must be received in our office in writing by 11 a.m. on that Tueday. Mail your copy to Michele Firpo at Box 0462, call 476-1541, send a fax to 665-8668, or bring it to S 20.

Open Enrollment, November 9-20

The first thing you should know about this year's Open Enrollment is that the time frame is shorter. In past years you had the whole month of November to enroll in or make changes in your UC benefits plans.

This year the Open Enrollment period extends for two weeks only — from Monday, November 9, through Friday, November 20.

During this period eligible employees can:

- Transfer between health maintenance organizations (HMOs). No transfers in or out of fee-for-service plans will be permitted.
- Transfer between Delta Dental and PMI Dental Plan.
- Add eligible dependents to any medical, dental, optical and/or legal plan.
- Enroll in the legal plan.
- Cancel opt-out request made prior to August 1, 1992, and enroll in a medical, dental and/or optical plan.
- Change or cancel 1992 Depcare agreement/enroll in Depcare.

See your department's personnel representative for forms and assistance in adding plans or making changes.

For More Information

Mailings with detailed information now are going out to all eligible employees at their home addresses from the Office of the President. Also, all employees are invited to attend one of the Open Enrollment information meetings, scheduled as follows:

- Wednesday, November 4, noon to 1 p.m. in Cole Hall
- Thursday, November 5, noon to 1 p.m. in Room 125, MCB
- Monday, November 9, noon to 1 p.m. in SFGH Carr Auditorium
- Thursday, November 12, noon to 1 p.m. in Toland Hall
- Friday, November 13, noon to 1 p.m. in A 18, Mount Zion
- Oyster Point meeting to be announced

Prudential, which is replacing Midwest Legal Service as UC's legal expense insurance carrier, will offer separate presentations:

- Tuesday, November 10, noon to 1 p.m. in Cole Hall
- Tuesday, November 10, noon to 1 p.m. in Room 125, MCB.

Note: All Midwest enrollees automatically will be transferred to the new plan.

Quit Smoking

In conjunction with the Great American Smokeout in November, UCSF Health Net and the American Cancer Society are co-sponsoring a six-session "Fresh Start Quit-Smoking Program" on Tuesday and Thursday evenings from 6 to 8 p.m., beginning November 3. The course fee is $24.50. Call 394-7100 to register.

New Faculty: Learn the Ropes

Academic Services is offering an informational program for new and junior faculty on Thursday, November 5, from 3:30 to 5 p.m. in the Millberry Conference Center, NW quad. The program will acquaint participants with the campus, responsibilities and activities of the Academic Senate, availability of research funds and the faculty review process. Advanced graduate students, postdoctoral fellows and other interested academic appointees also are welcome. Please call 476-5742 or 476-1881 no later than Friday, October 30, if you plan to attend.

Affirmative Action Faculty Awards

Applications for the 1992-93 Affirmative Action Faculty Development Awards must be recieved in Academic Services, S 115, Box 0400, no later than Monday, November 23.

The first priority of this faculty career development program is to provide assistance to minorities and women, although the program also is open to junior faculty whose application describes unusual obstacles toward advancement to tenure.

For complete information, call 476-5742 or 476-1881.

Fun Zone

UCSF Orchestra & Guest Pianist Nov. 8

Pianist Yuliya Gorenman, a four-time national competition winner in the former USSR, will perform with the UCSF Orchestra on Sunday, November 8, at 7:30 p.m. in Knuth Auditorium in the Creative Arts Building on the SFSU campus. Conducted by Jonathan Davis, the orchestra will perform Samuel Barber's *First Essay for Orchestra*, Rachmaninoff's *Piano Concerto No. 2* and Mozart's *Symphony No. 39 in E-flat, K. 543*. Tickets are $7 at the door, $4 for students and seniors. Sponsored by Arts & Performances.

- **Halloween Carnival.** Friday, October 30, noon to 1 p.m. in Saunders Court. Not too late to enter the pumpkin carving contest. Call EMPACT!, 476-2675, for entry form.
- **Holiday Bake-off.** Thursday, November 19. Categories: pies, cakes, cookies. Entry deadline: Friday, November 6. Call EMPACT!, 476-2675.
- **Note:** The Outdoors Unlimited shop on Parnassus will close from Thursday, October 29, through Tuesday, November 17, for construction. No rentals during this period. Reserve classes and events at OU office at MU 245 or call 476-0417.

Sexual Harassment *(from page 1)*

is a faculty member, the discipline will involve his or her supervisor, department chair, dean, even the chancellor.

Q: *Is there any follow-up on the cases to ensure that the harassment has stopped?*

CF: There is a procedure in place which calls for follow-up to ensure that appropriate behavior is being followed. Supervisors or managers are responsible for ensuring that the victims receive whatever remedy is appropriate, and that the appropriate discipline is imposed so that the behavior does not occur again.

Q: *What is the difference between sexual harassment and sex job discrimination?*

TB: Sexual harassment is "unwelcome" attention of a sexual nature. Sex job discrimination is treating someone differently or unfairly because of their gender.

CF: Most of the time these two things go together.

Q: *Who handles sex job discrimination cases on campus?*

CF: Complaints of sex discrimination may be raised through standard grievance procedures through Personnel or a grievance filed with Affirmative Action.

Q: *What would you say to someone who just wants to know what he or she can get away with?*

TB: That person is setting up a legal liability for himself and UCSF, because it isn't up to him to decide if his behavior is approriate or not. Under California law, it is up to the person being harassed. But it isn't as simple as giving someone a list of inappropriate behavior, it depends on the nature of the behavior and the context in which it is occurring.

CF: I'd say that he was not paying attention to the "spirit of the law," which has to do with how you focus your attention. Sexual harassment interferes with a person's work performance. People need to be aware of that. The real challenge is behavior modification. Today, we are in an absolutely amazing process to integrate women into the work place. It is complicated. One reason is that people still look to the work place to meet others socially and form potential relationships. But, now there are lines that shouldn't be crossed. In fact, a lot of cases come out of what was initially mutual consent. Here the law is not very helpful. That's what I mean by spirit of the law.

Q: *Many managers on this campus now have the responsibility to look into potential sexual harassment cases, but feel as though they do not know what to look for, let alone how to solve a potential problem. Is there anything you will be able to do to help them?*

CF: Managers are not expected to have all the answers. But, they do need to know that they should call someone for guidance on how to proceed. Staff managers should call Labor Relations, Employee Relations or Affirmative Action. Academic managers should call Academic Affairs. Managers need to be alert to the fact that sexual harassment does exist and to respond appropriately.

TB: I would have managers clearly understand what their responsibilities are, and provide them with practical guidelines on how to receive a complaint and how to deal with a situation informally. In their role as managers they are responsible for what occurs in their work environment.

Q: *What if the person being harassed prefers the supervisor to do nothing about it? Is the supervisor still responsible?*

TB: The supervisor should determine what concerns the person has regarding getting the situation resolved. If it is a relatively minor incident, it is possible the person might be able to handle it alone. If it is a more serious situation, intervention might be necessary. In some cases it can be resolved without the harasser being aware of who complained. No matter what, if the behavior is inappropriate it should be stopped. Managers have the responsibility to take all steps necessary to prevent sexual harassment from occurring, which includes monitoring the work environment and holding people accountable for their behavior. They also need to be clear on what they actually are seeing. They should look for unwelcome sexual behavior and if the behavior is having an effect on a person's ability to work.

Q: *Who decides what is appropriate behavior and what isn't?*

TB: The key questions are 1) Is the behavior sexual or sex-based and 2) Is it unwelcome? If the answers are yes, then it could be sexual harassment. Here are a few guidelines which might help you assess your own behavior:

- Would you want a picture and description of what you are doing to appear in *Newsbreak*?
- Would you want your wife, significant other, daughter or another loved one to be exposed to the behavior?
- Is the person only tolerating the behavior because you have more power than she or he does?
- Is the behavior equally participated in by both parties? Or is one party feeling it is unwelcome? Does it seem appropriate to a third party who might also be in the room?
- If nothing else, go by this: If you're not sure about the appropriateness of your behavior, err on the side of caution and don't do it.

CF: Men use sexual harassment sometimes just to put women in their place, not to initiate sexual relationships. One thing that works in my profession is that I ask male lawyers (who don't seem to understand what might offend a woman), "Would you say that to a woman client?" The answer usually is no. As men and women we need to work out rules which are comfortable for us.

Q: *What would you say to someone who is being harassed, but is afraid of losing her or his job? Is it possible to keep anonymity and still charge sexual harassment?*

TB: This is a common situation. And it really depends on the nature and seriousness of the behavior. If the harasser is in a classroom or lab setting, then others have seen the behavior, and it might be easier for the person to be anonymous and ask an advisor for help. However, if the situation is more serious, for example an assault, then by all means that person needs to confront the situation immediately and stop that behavior.

CF: People, women in particular, have to be aware of the fact that there are plenty of others out there on this campus who care about sexual harassment, both men and women. They should not see themselves as being alone. Also people should be aware of the fact that creating change is not easy. There are risks. People have to be courageous.

I encourage women to be more vocal early on. Most women are not inclined to do that. Men need to hear a consistent message from women that it is not okay to harass. This will take a lot of time, but if it is not reinforced, it just won't be absorbed. And men need to tell other men. It's not that different from racial tensions. It means a lot more when white people tell other white people that it is not okay to be racist.

Q: *What is the best way to prevent sexual harassment from taking place? Could it simply be a matter of mutual respect?*

TB: You have to respect the other person's boundaries. As a member of management or the faculty, you need to set the tone by your own behavior. Confront sexual harassment when you see it. Accountability throughout the University is essential. We all want this to be the best place it can be.

CF: Education and courage are critical elements. Women need to speak up about hostile situations. There has to be courage on the part of senior managers and administrators not to sanction improper behavior. People need to step out of their comfort zones. You won't have change in this society with everyone always being comfortable.

Q: *What is the general climate at UCSF? Are we in a mess?*

CF: No more than any other institution. As far as I can tell, this University wants to keep attracting people from a diverse population. They have to make sure that women no longer are exposed to sexual harassment. A *great* university is one where there is no sexual harassment, where men and women can learn and grow together. I think things here could be better, but Trisha and I are going to harness the energy and concern which already is on this campus, combine our own expertise and help improve conditions.

TB: I'm not sure yet if this campus is in a mess. I am pleased, however, that the University wants to do a campuswide, organized program to maintain an environment which is free of sexual harassment. UCSF is committed to doing that and I know other universities are not. They train departments only if requested to do so. This campus is committed to providing the information to *everyone* so that the rights and responsibilities are clearly understood by all. That's how sexual harassment is prevented.

Sexual Harassment Advisors

The following campus sexual harassment advisors are available to serve as a resource to any individual who has a sexual harassment complaint or inquiry. They can explain a variety of ways to proceed, including writing a letter to the harasser, documenting the cases, and mapping out a way to be more assertive. You may call any of the people listed here for help:

Elizabeth Baker, Employee Relations, 476-2789
Rachel Bernstein, Affirmative Action/Equal Opportunity, 476-4754
Molly Cooke, Chancellor's Advisory Committee on the Status of Women, 476-1964
Theresa Gamble, Graduate Students Association, 476-2233
Barbara Gerbert, School of Dentistry, 476-9870
Nanny Green, School of Nursing, 476-4695
Lujuan Hall, Associated Students, 476-2010
Rebecca Jackson, School of Medicine, 564-5846
George Kenyon, School of Pharmacy, 476-1913
Miriam Komaromy, School of Medicine, 476-6240
Amy Levine, Women's Resource Center, 476-5837
Angie Lewis, School of Nursing, 476-9554
Cynthia Lynch, Legal Coordination, 476-5003
William Margaretten, School of Medicine, 476-1977
Ann O'Brien, Student Relations, 476-4318
Jim O'Donnell, School of Medicine, 476-1921
Helen Ripple, Nursing Services, 476-3162
Alma Sisco-Smith, Chancellor's Advisory Committee on the Status of Women, 476-4373
Cathryn Thurow, School of Medicine, SFGH, 476-2474
Diane Wara, School of Medicine, 476-1736
Keith Wilson, Academic Affairs, 476-5742

Medsounds Continued

State Senate Declares "Lucy Crain Day"

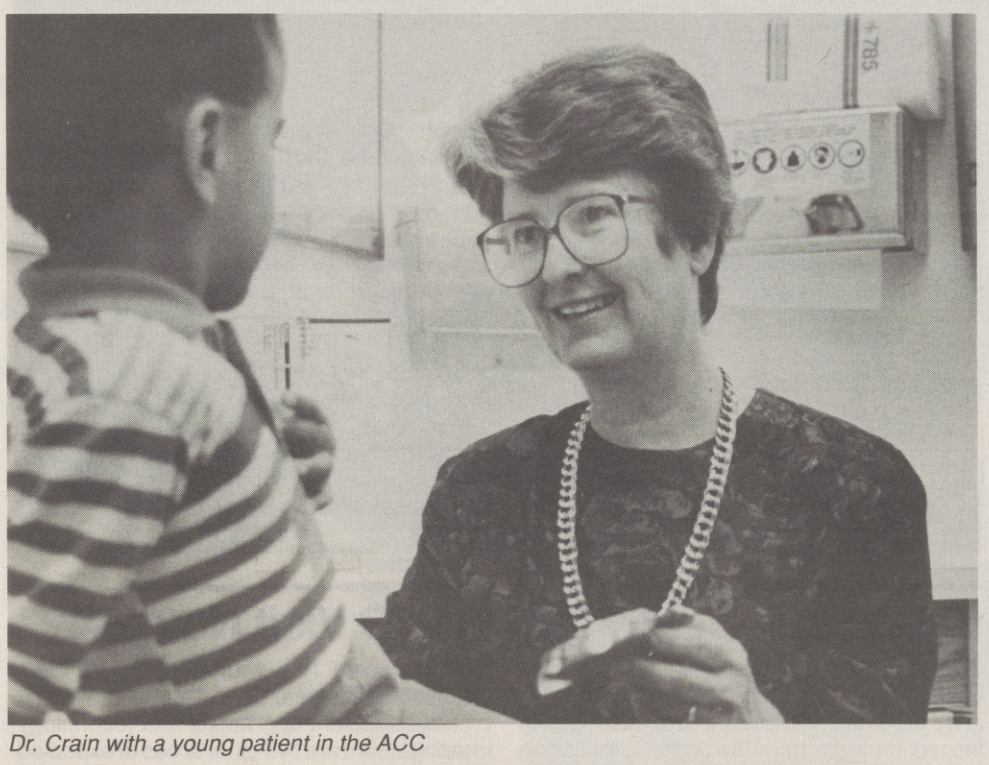
September 30 was proclaimed "Dr. Lucy Crain Day" by the California State Senate and the American Academy of Pediatrics.

The proclamation was made at a benefit for the organization "Parents with Special Children," held at the California Culinary Academy on that date.

Crain was honored for her "dedication in the field of pediatrics, particularly involving children with special needs." Crain is the UCSF Pediatric Clinic chief and founding director of the UCSF Pediatric Disabilities and Down Syndrome Clinics, which celebrates its 10th anniversary this fall.

During the event, Crain also received a commendation from the SF Board of Supervisors, citing her as a "compassionate and understanding physician who sees beyond the child with a disability to the child within." The commendation was presented by Supervisor Terence Hallinan.

Others who participated in the program honoring Crain included KRON news anchor Tom Sinkovitz, who served as master of ceremonies, Steve Young of the SF 49ers, and Richard Quint, director of the Pediatric Rehabilitation Center at Mount Zion.



Dr. Crain with a young patient in the ACC

5 East nurse Stephanie LaRocca tries the ACD resuscitator under the eye of Kelly Tucker.

MZ Staff Among First to Use New CPR "Pump"

During the past few weeks, staff at Mount Zion have been trying out a new suction device for administering CPR, developed by UCSF researchers Todd Cohen and Kelly Tucker.

Clinical trials for the new device, called the Active Compression-Decompression (ACD) Resuscitator, are taking place at Mount Zion and at the Cornell-affiliated North Shore University Hospital in New York, where Cohen has since transferred.

So far, Mount Zion's ICU, CCU, the 5 East cardiac unit, and the Emergency Department have undergone ACD orientation sessions, and the rest of the staff is due to follow. The orientation consists of a few minutes of demonstration and trial.

"It's as simple as *push and pull*," Tucker told the nurses during a recent session on 5 East. "That's all there is to it."

Tucker, who is supervising the trials at Mount Zion, says the ACD device is easier to use than standard CPR. But more important is that preliminary studies showed that the device pumped more blood through the heart and drew more air into the lungs of heart attack victims than standard CPR.

You may remember from earlier reports in *Newsbreak* and the outside media that the researchers began investigating the technique after they heard of a heart attack patient who had been revived with a bathroom plunger.

The device, which already is on the market in Europe, "is selling like hotcakes over there," says Tucker. He expects that FDA approval will come through within a year. At that point the device, which sells for about $200, will be available to institutions as well as the public.

In addition to the in-hospital survival studies now underway at Mount Zion and North Shore, Emergency director Michael Callaham is supervising trials with the SFFD paramedics and in the Emergency Department on Parnassus. Callaham worked with Cohen and Tucker on the original study.

183 Prostate Exams

A total of 183 men took advantage of the free screenings for prostate cancer offered at Parnassus and Mount Zion, according to Urology's Sheila Breslin.

Of the total, 34 were found to have abnormal screenings. Participants represented a variety of ethnic groups, she said, and ranged in age from 40 to 86. Those with abnormal exams were referred for further evaluation.

Random Shots

Jodi Akin

Position: Clinical nurse III, 9 ICU; clinical instructor for the Russian emigre nursing training program (covered in the October 10 issue of *Medsounds*)

Years at UCSF: Six.

Background: Undergraduate degree in Foreign Service. After graduation, worked in Washington, DC; then entered an accelerated three-year program to earn a master's in nursing. Interest is in international health care.

Sideline: Is active with Heart to Heart International Children's Medical Alliance, an Oakland-based organization that brings medical assistance to Russian hospitals. Has traveled to Russia twice with the group, both times serving as coordinator of the medical team and coordinator for the acquisition of equipment and supplies. The US team helped set up pediatric and adult heart surgery units in two hospitals in St. Petersburg. Leslie Stahl of "60 Minutes" followed the team on their last trip in February '92. The story aired in June. (Jodi was in the segment.)

How Heart to Heart got started: At first, doctors at Children's Hospital Oakland were treating children who traveled here from Russia. They figured they could offer more widespread help by enabling doctors in Russia to care for patients. To date, teams of up to 55 medical personnel have traveled to Russia on five occasions offering training, equipment and supplies.

How Jodi got involved: At the time Heart to Heart was getting off the ground, she was working on a research project with Oakland physician Nila Young, one of the main organizers of the effort. Jodi has been active since the beginning — spends much of her spare time gathering donated supplies to send with the teams, whether she travels with them or not.

June trip planned: Has her sights set on a third trip this coming June. Is hopeful conditions in Russia will be less tumultuous than they were for last February's trip — but even if they are not, "that's when they need us most," she says.

JCAHO *(from page 8)*

cal Center units because of its patient care orientation.

The complete survey actually extends over a two-week period. Most units will be evaluated during the initial three-day period, including a special survey of the ACC on November 3 and 4. The following week, on Wednesday, November 11, through Friday, November 13, a separate survey will be conducted in the clinical labs, including pathology.

The maximum accreditation the Medical Center can receive is for three years, which has been the case at UCSF since 1983.

Summation Conference

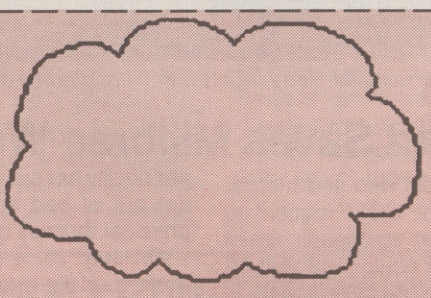
Because so many people are involved in preparing for the JCAHO visit, it is only fitting that everyone is invited to attend the survey team's summation conference, says Mary Jane. This year's wrap-up conference is on Wednesday, November 4, at 4 p.m. in Cole Hall. All staff are welcome and encouraged to take part.

Chevy Chase *(from page 8)*

presented with the Outstanding Service Award. He served as Mount Zion orthopedics chief for nine years, as a teacher of orthopedics residents for many years, and as chief of staff from 1969 to 1974.

The Mount Zion Alumni Association is made up of physicians and nurses who trained, taught or currently practice at Mount Zion. Detailed accounts of the accomplishments of this year's award recipients are offered in the fall edition of the Association's *Alumni News*, published by MZ Medical Staff Affairs.

Sign Up Here to Brainstorm with Med Center Directors



You may have seen the article in the last *Medsounds* about a new program called "Ideas of Value." Through this program, employees across the Medical Center are invited to meet with Marty Diamond, Bill Kerr, Jackie Kuhn, Patty Perry, Helen Ripple, Bruce Schroffel or Ron Schumacher to brainstorm for cost-saving or service improvement ideas.

Your ideas can address improvements within your own department, in other departments, or across more than one department. Just basic ideas are requested — no preparation or details are expected.

Sign up here:

Name _____

Department _____

Box _____

Phone _____

Mark three choices of sessions you could attend. One of the choices will be scheduled and you will receive a confirmation by mail. Check with your supervisor in regard to the best time for you to attend. (Each session will last from 1 to 1 1/2 hours.)

Mount Zion

___ Board Room — Mon., Nov. 9 — 3:30 p.m.
___ Board Room — Mon., Nov. 16 — 4:30 p.m.
___ Board Room — Tues., Nov. 17 — 2 p.m.
___ A 18 — Thurs., Nov 19 — 3 a.m.
___ A 18 — Tues., Dec. 1 — 8:30 a.m.

MCB

___ 6th fl. Board Room — Tues., Nov. 10 — 8:30 a.m.
___ 6th fl. Board Room — Wed., Dec. 2 — 2 p.m.

Parnassus

___ M 169 — Mon., Nov. 9 — 1:30 p.m.
___ M 169 — Wed., Nov. 11 — 3 p.m.
___ M 169 — Fri., Nov. 13 — 3 a.m.
___ M 169 — Tues., Nov. 17 — 9:30 p.m.
___ S 30 — Wed., Nov. 18 — 8 a.m.
___ M 169 — Thurs., Nov. 19 — 9 a.m.
___ M 169 — Fri., Nov. 20 — 2:30 p.m.
___ M 169 — Sat., Nov. 21 — 9 a.m.
___ M 169 — Mon., Nov. 30 — 3:30 p.m.
___ M 169 — Tues., Dec. 1 — 9:30 p.m.
___ M 169 — Wed., Dec. 2 — 8:30 a.m.
___ M 169 — Thurs., Dec. 3 — 8 a.m.
___ M 169 — Thurs., Dec. 3 — 3:30 p.m.
___ M 169 — Sun., Dec. 6 — 2 p.m.

Cut out and return this form to Medical Center Human Resources, Box 1610.
For more information about the "Ideas of Value" program, call Elaine Levy at 885-7293.

Volume 7, Number 19 October 24-November 6, 1992

UCSF Medsounds

Page 1 . . . New Sexual Harassment Consultants

Page 3 . . . Improved ER Care for Children

Page 6 . . . Open Enrollment Begins Nov. 9

Medsounds *is a section of* Newsbreak *for and about employees of the Medical Center, including Moffitt-Long, the ACC, Mount Zion, and Medical Center employees at Mission Center.*

Six-Month-Old Receives First Living-Donor Liver Transplant

Last Friday, a San Jose infant received a portion of his aunt's liver in what became UCSF's — and the West Coast's — first living-donor liver transplant.

By early the following week, both 6-month-old Andrew Hiebert and his 24-year-old aunt and organ donor Melissa Lunetta had left the ICU and were reported to be in good condition.

Jean Emond is the surgeon who led the operating team and who brought the new program to UCSF this summer. In living-donor liver transplants, only a portion of the donor's liver is used to replace the recipient's diseased organ, eliminating the need for patients to wait for a cadaver donor. This is crucial, considering that nearly 2,100 patients nationwide currently are on waiting lists for liver transplants.

Donors in most previous living-donor liver transplants, says Emond, have been a father or mother. In this case, however, neither had the right blood type. Lunetta, who is the mother's sister, did prove to be compatible.

Andrew was born without the ducts that drain bile from the liver into the intestine. Eventually his liver would have been destroyed from the buildup of bile.

Of the 100 or so cases of living-donor liver transplants on record, the survival rate has been about 80 percent, says Emond, who helped pioneer the method at the University of Chicago before coming to UCSF in July.

Just before his transplant, baby Andrew (center) with his aunt and donor Melissa Lunetta (left) and parents Greg and Stephanie Hiebert

The day before she left the hospital, Terry (right) with 7 Long nurse Janice Marchi

Artificial Heart Saves Millbrae Woman's Life

Terry Meyer, a 35-year-old wife and mother from Millbrae, is the first UCSF patient to benefit from the Thoratec ventricular assist device (VAD), a piece of equipment that offers final hope in the case of a failing heart. In Terry's case, it saved her life.

Here's her story, as told by clinical nurse specialist Pat Sparacino and transplant coordinator Celia Rifkin:

Until last May, Terry was leading an active and perfectly healthy — albeit busy — life as the mother of three small children, ages 5, 7 and 10.

Her life changed overnight when she was hit with a virus that attacked her heart, causing acute heart failure within a day's time. Her heart literally was wiped out, and efforts to revive her circulation — both at her community hospital and after transfer to UCSF — proved to be futile.

Fortunately, Terry fit the criteria for using the assist device. She was young enough, her arteries were in good shape, and she initially had no other end-organ damage, which are among the factors required for attempting its use.

The VAD serves as a substitute heart. The blood is diverted from the failing ventricle to the assist device, which pumps blood back to the body in a simulated function of the heart. Two blood-pumping sacs, one for the left side of the heart and one for the right, are attached to the body and tethered to a machine the size of a ventilator.

Thus Terry remained for 54 days in the ICU. There was the initial hope that her own heart would kick back into action, but that hope failing, a heart transplant became inevitable. The nearly eight weeks on the VAD was spent getting her stabilized in preparation for the transplant and locating an organ match.

She was anything but comatose during this period. By her own testimony, she was able to get out of bed and even engage in some physical therapy during the interim.

On July 13, a team led by Fraser Keith performed the transplant. And on September 28, her doctors broke the news that she could go home the following day to the family and community that had been greatly anticipating this occasion. While Terry was in the hospital, the citizens of Millbrae and her church held a communitywide fundraiser for her benefit.

A month after her discharge, Terry is recovering and glad to be home, says Celia, who checks on her regularly. There are not many candidates for using the VAD, says Celia. Terry was that rare patient. But her case demonstrates the value of having the equipment when you need it.

Flu Shots

With the flu season approaching, the Employee Health Service will be offering flu shots to hospital and clinic staff who are directly exposed to acutely ill patients.

The immunization program will begin Monday, November 2, and run through November, or as long as the supply lasts. The shots will be offered from 8:30 to 10:30 a.m. Monday through Friday only. No appointment is necessary; just show up in Employee Health at A 707.

Due to staffing limitations and limited vaccine supply, there will be no mobile unit this year. Those who are unable to utilize the Employee Health Service are encouraged to obtain the vaccine from their primary healthcare provider.

Everybody Ready for JCAHO Visit Nov. 2-4?

If you're unsure about hospital safety procedures or your department's quality assurance program, now's the time to brush up. An inspection team from the Joint Commission on Accreditation of Healthcare Organizations (JCAHO) will arrive Monday, November 2, to begin a three-day evaluation of the Medical Center. Quality assurance and safety management are two of the areas they're sure to look at, according to Mary Jane Allison, JCAHO coordinator for the Medical Center.

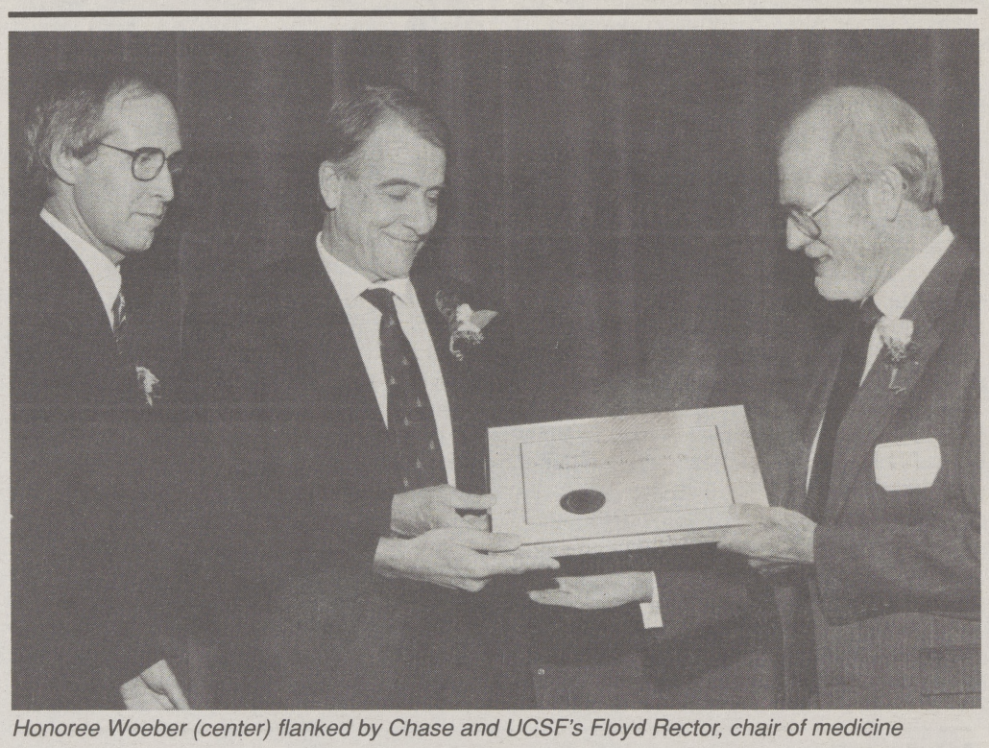
It's not unusual, says Mary Jane, for the surveyors to single out employees at random and ask questions, such as:

- What would you do in the case of fire, disaster, chemical spill, etc.?
- In regard to quality assurance, which aspects of care has your department been monitoring this year?

Physical plant operations and technology management are two other areas of expected emphasis — the latter having to do with the maintenance and quality assurance of all patient care equipment. The surveyors also are expected to look at the Medical Center's policies on patient rights and responsibilities, a relatively new area of evaluation for the JCAHO.

For the first time this year the Pharmacy Home Therapy Service will be included in the survey. Operated by the School of Pharmacy, the service will be evaluated along with Medi-

(continued on page 7)



Honoree Woeber (center) flanked by Chase and UCSF's Floyd Rector, chair of medicine

Live from Mount Zion: It's Chevy Chase

Last Saturday night was a big night for the Mount Zion Alumni Association.

It was the group's ninth annual banquet, highlighted by the announcement of the first recipient of the Harris M. Fishbon MD Professorship in Medicine, and the recipients of the 1992 Distinguished Alumnus Award and the Outstanding Service Award — plus the appearance of Chevy Chase as the honorary master of ceremonies.

The actor Chevy Chase?

Yes. He is the friend and patient of LA physician Milton Uhley, who is the brother of Mount Zion physician Herman Uhley. The latter is a senior trustee of the Harris M. Fishbon Fund, a major gift from which made the new professorship possible. And Chase was more than happy to lend his presence to this important occasion for the MZ medical community.

At the banquet, Chief of Medicine Ken Woeber, who runs a residency program at Mount Zion and is known as an inspirational teacher (he has received four Outstanding Teaching Awards from UCSF), was honored as the first Fishbon Professor. The professorship is named for the late MZ internist, who was revered by peers and the many students he trained during his 42 years at Mount Zion.

Samuel Sherman, retired surgeon, received the Distinguished Alumnus Award. During his long career at Mount Zion he was active both inside and outside the hospital, serving UCSF and Mount Zion in the Regional Medical Programs as cancer coordinator for Northern California, laying the groundwork for the Claire Zellerbach Saroni Tumor Institute and serving as president of both the SF Medical Society and of the CMA.

Orthopedic surgeon Ben Colloff, who recently retired after 56 years in practice, was

(continued on page 7)